



MINUTES OF THE BOARD OF SUPERVISORS
COUNTY OF LOS ANGELES, STATE OF CALIFORNIA

Sachi A. Hamai, Executive Officer-
Clerk of the Board of Supervisors
383 Kenneth Hahn Hall of Administration
Los Angeles, California 90012

At its meeting held September 9, 2008, the Board took the following action:

48-A

Supervisor Antonovich made the following statement:

“On September 9, 2008, the Auditor-Controller completed an audit of the Department of Health Services, which revealed serious policy, organizational and process weaknesses in the Department of Health Services. These weaknesses have resulted in deficiencies in the critical areas of competency testing and the timely conduct and assessment of background checks. The problems outlined further raise serious concerns regarding the quality of care being provided at this facility and serve to erode the public’s trust in the County’s health care delivery system.

“Of particular concern is the failure to complete the background checks in a timely manner, the determination of any job nexus with the information obtained from the background checks, process issues associated with inconsistent competency testing, and findings in competency testing showing that a large percentage of staff at Martin Luther King, Jr.-Harbor Hospital (MLK-Harbor) could not pass testing and were not held to a consistent competency standard. Some MLK-Harbor nurses required as many as four attempts to pass a test station and demonstrated high failure rates in some core skills. This reflects that the majority of staff did not have a basic working knowledge or skills to perform the generic competencies in a simulated environment, and, as reported in the Auditor-Controller’s report, there are questions as to whether the skill of the tested employees can be applied in practice.

“It is unacceptable that incompetent staff, potentially guilty of unacceptable criminal behavior, are allowed to be trusted with the life and well-being of patients.”

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48-A (Continued)

Therefore, Supervisor Antonovich made a motion that the Chief Executive Officer, Interim Director of Health Services, and the Director of Personnel be directed to:

1. Implement the recommendations as stated in the Acting Auditor-Controller's report;
2. Complete the recommended evaluation of job nexus determinations brought into question in the Acting Auditor-Controller's report and ensure that those employees that have been transferred from Martin Luther King, Jr.-Harbor Hospital (MLK-Harbor) to other facilities have completed all necessary background investigations;
3. Establish a process to reevaluate the competencies of the staff at MLK-Harbor using an approach that is consistent with the best practices for such testing; and
4. Report back to Board at the meeting of September 16, 2008, on their plan to complete these tasks immediately.

Supervisor Molina also suggested a Closed Session item be added to the Board's meeting of September 16, 2008 in regards to the 99 case files of employees with criminal convictions within the Department of Health Services.

On motion of Supervisor Antonovich, seconded by Supervisor Yaroslavsky, unanimously carried, the Board made a finding pursuant to Government Code Section 54954.2(b)(2), that there is a need to take immediate action and that the need for action came to the attention of the Board subsequent to the agenda being posted as specified in subdivision (a).

The Board further discussed this matter and William T Fujioka, Chief Executive Officer, responded to questions posed by the Board.

Further, on motion of Supervisor Antonovich, seconded by Supervisor Molina, unanimously carried, the Board took the following actions:

1. Directed the Chief Executive Officer, Interim Director of Health Services, and the Director of Personnel to:
 - Implement the recommendations as stated in the Acting Auditor-Controller's report;

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48-A (Continued)

- Complete the recommended evaluation of job nexus determinations brought into question in the Acting Auditor-Controller's report and ensure that those employees that have been transferred from Martin Luther King, Jr.-Harbor Hospital (MLK-Harbor) to other facilities have completed all necessary background investigations;
 - Establish a process to re-evaluate the competencies of the staff at MLK-Harbor using an approach that is consistent with the best practices for such testing; and
 - Report back to Board at the meeting of September 16, 2008, on their plan to complete these tasks immediately; and
2. Ordered that a Closed Session item be scheduled for the Board's meeting of September 16, 2008 to discuss the 99 case files of employees with criminal convictions within the Department of Health Services.

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Attachment

Copies distributed:

Each Supervisor
Chief Executive Officer
County Counsel
Director of Personnel
Interim Director of Health Services
Acting Director of Internal Services